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Area Wage Survey
Saginaw-Bay City-Midland, MI
August 1989

U.S. Department of Labor
Bureau of Labor Statistics
Summary
November 1989

This summary presents results of an August 1989 survey of occupational wages and employee benefits in the Saginaw-Bay City-Midland Metropolitan Statistical Area, which consists of Bay, Midland, and Saginaw Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 67 establishments employing 40,804 workers was selected to represent 217 establishments employing 60,908 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

The maintenance, toolroom, and powerplant descriptions used in this survey have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Saginaw-Bay City-Midland, MI, August 1989

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																		
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 7.00	7.00 – 8.00	8.00 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 and over
Secretaries:																							
Secretaries I	42	9.32	9.39	6.65–12.05	-	-	-	-	4	-	10	3	-	10	3	1	5	5	-	1	-	-	-
Word processors	40	7.61	7.50	6.41– 8.02	-	-	-	-	-	8	4	18	4	3	2	-	1	-	-	-	-	-	-
Word processors I	31	7.58	7.50	6.60– 7.93	-	-	-	-	-	6	3	15	3	3	-	-	1	-	-	-	-	-	-
Word processors II	9	7.73	7.36	- -	-	-	-	-	-	2	1	3	1	-	2	-	-	-	-	-	-	-	-
Key entry operators	52	7.03	6.78	6.00– 8.25	-	-	-	3	6	1	21	2	16	-	3	-	-	-	-	-	-	-	-
Key entry operators I	43	6.68	6.54	6.00– 8.00	-	-	-	3	6	1	20	1	11	-	1	-	-	-	-	-	-	-	-
Key entry operators II	9	8.68	8.50	- -	-	-	-	-	-	-	1	1	5	-	2	-	-	-	-	-	-	-	-
Messengers	18	6.25	6.30	5.24– 7.28	-	-	-	1	8	-	-	9	-	-	-	-	-	-	-	-	-	-	-
Receptionists	7	5.86	5.94	- -	-	-	-	2	-	3	1	1	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	13	5.96	6.01	- -	-	-	6	-	-	-	4	-	1	1	1	-	-	-	-	-	-	-	-
Switchboard operator-receptionists	72	7.17	7.25	6.49– 7.68	-	-	-	1	6	10	13	30	6	1	5	-	-	-	-	-	-	-	-
Order clerks	98	9.07	8.00	7.25–11.00	-	-	-	-	-	-	13	36	12	10	1	14	2	-	10	-	-	-	-
Order clerks I	66	7.65	7.38	7.00– 8.26	-	-	-	-	-	-	13	34	12	6	1	-	-	-	-	-	-	-	-
Accounting clerks	348	7.81	7.48	6.49– 9.28	-	-	-	6	7	47	66	79	46	59	21	8	1	3	1	2	1	1	-
Accounting clerks I	40	6.41	5.69	5.50– 6.65	-	-	-	-	1	27	6	-	-	4	2	-	-	-	-	-	-	-	-
Accounting clerks II	256	7.67	7.47	6.50– 9.28	-	-	-	6	6	20	58	66	29	53	11	5	1	1	-	-	-	-	-
Accounting clerks III	32	8.59	8.00	7.69– 9.05	-	-	-	-	-	-	2	10	11	2	5	2	-	-	-	-	-	-	-
Accounting clerks IV	20	11.20	10.00	8.70–14.30	-	-	-	-	-	-	-	3	6	-	3	1	-	2	1	2	1	1	-
Payroll clerks	33	8.48	7.76	5.77–11.95	-	-	-	-	6	6	-	5	4	1	2	1	7	1	-	-	-	-	-
Computer systems analysts:																							
Computer systems analysts III	16	18.91	18.19	16.39–21.76	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2	2	[4]6
Computer programmers	33	11.62	12.41	9.04–13.50	-	-	-	-	-	-	1	1	3	6	1	4	7	7	-	1	1	-	1
Computer programmers II	17	10.86	11.75	9.00–12.41	-	-	-	-	-	-	-	-	3	3	1	4	5	1	-	-	-	-	-
Computer programmers III	12	13.09	13.50	- -	-	-	-	-	-	-	-	-	-	2	-	-	2	6	-	1	1	-	-
Computer operators	89	10.74	10.01	7.70–14.11	-	-	-	-	3	-	8	13	7	13	11	4	2	4	9	9	1	3	2
Computer operators II	58	9.82	9.14	7.23–11.60	-	-	-	-	-	-	8	10	6	9	8	4	2	4	5	2	-	-	-
Computer operators III	20	13.27	14.56	10.00–15.57	-	-	-	-	-	-	-	3	-	2	2	-	-	-	4	6	1	2	-
Drafters	88	11.96	12.02	8.77–14.84	-	-	-	-	-	-	17	3	3	13	4	3	9	4	11	5	4	2	4
Drafters III	35	10.07	9.62	9.14–12.02	-	-	-	-	-	-	5	-	3	12	3	3	7	-	2	-	-	-	-
Electronics technicians	77	14.58	14.83	13.91–16.56	-	-	-	-	-	-	-	6	-	-	1	1	4	19	10	11	12	7	6
Electronics technicians II	45	14.30	14.14	13.91–15.20	-	-	-	-	-	-	-	-	-	-	1	1	4	16	10	10	3	-	-
Electronics technicians III	26	16.70	16.96	16.18–17.98	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	9	7	6
Registered industrial nurses	24	15.50	14.81	14.21–17.07	-	-	-	-	-	-	-	-	-	-	-	-	1	3	10	2	1	3	4
Maintenance machinists	43	15.22	15.52	14.65–15.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	30	-	-	-
Maintenance pipefitters	249	15.95	15.52	14.56–17.25	-	-	-	-	-	-	-	-	-	-	-	-	-	2	97	32	-	118	-
Motor vehicle mechanics	148	15.32	17.25	14.56–17.25	-	-	-	-	-	-	-	-	15	-	3	10	1	4	14	-	18	83	-
General maintenance workers	171	9.59	9.10	8.25–11.51	-	-	-	6	6	7	4	7	7	35	23	15	23	7	20	6	-	-	-
Truckdrivers	451	12.17	12.66	9.15–15.21	-	-	-	-	-	2	2	13	86	6	46	4	21	58	75	11	25	102	-
Truckdrivers, light truck	23	11.43	11.79	11.79–12.10	-	-	-	-	-	-	-	2	-	-	2	-	12	3	4	-	-	-	-
Truckdrivers, tractor-trailer	290	11.04	9.54	7.85–13.66	-	-	-	-	-	-	-	11	86	6	44	-	-	40	62	10	-	31	-
Shippers	11	11.77	13.09	- -	-	-	-	-	-	-	-	-	-	3	-	-	-	-	8	-	-	-	-
Warehousemen	193	10.10	9.43	7.95–13.01	-	-	-	-	9	3	3	56	20	22	-	6	20	54	-	-	-	-	-
Guards	208	9.37	13.44	3.60–14.39	44	33	2	4	-	-	13	6	-	-	-	-	1	3	102	-	-	-	-
Guards I	167	8.81	6.75	3.50–14.39	44	33	2	4	-	-	13	6	-	-	-	-	-	1	84	-	-	-	-
Janitors, porters, and cleaners	837	7.73	5.20	4.00–14.60	46	137	172	58	28	29	59	13	13	4	19	8	28	6	217	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of those rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 2 at $19.00 to $20.00; 1 at $22.00 to $23.00; 1 at $23.00 to $24.00; 1 at $24.00 to $25.00; and 1 at $25.00 to $26.00.

Table 2. Annual paid holidays for full-time workers in Saginaw-Bay City-Midland, MI, August 1989

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	6	1
In establishments providing paid holidays	94	99
Number of holidays:		
6 holidays	5	15
Plus 1 half day	(1)	1
Plus 2 half days	1	(1)
Plus 3 half days	2	1
7 holidays	8	7
8 holidays	3	25
Plus 1 half day	–	(1)
Plus 2 half days	(1)	1
9 holidays	2	4
Plus 2 half days	1	1
10 holidays	13	6
11 holidays	3	17
12 holidays	(1)	1
13 holidays	45	14
Plus 1 half day	2	1
14 holidays	8	4
Over 19 days	1	1
Average number of paid holidays where provided (in days)	11.3	9.4

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Saginaw-Bay City-Midland, MI, August 1989

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	5	1
In establishments providing paid vacations	95	99
Length-of-time payment	89	99
Percentage payment	6	–
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	8	3
1 week	53	49
Over 1 and under 2 weeks	2	19
Over 2 and under 3 weeks	(*)	(*)
Over 3 and under 4 weeks	(*)	–
1 year of service:		
1 week	22	10
Over 1 and under 2 weeks	10	16
2 weeks	60	58
Over 2 and under 3 weeks	2	3
Over 3 and under 4 weeks	2	9
4 weeks	–	3
Over 7 and under 8 weeks	(*)	–
2 years of service:		
1 week	18	6
Over 1 and under 2 weeks	2	15
2 weeks	63	63
Over 2 and under 3 weeks	8	(*)
3 weeks	(*)	2
Over 3 and under 4 weeks	4	9
4 weeks	–	3
Over 7 and under 8 weeks	(*)	–
3 years of service:		
1 week	7	2
Over 1 and under 2 weeks	4	–
2 weeks	26	53
Over 2 and under 3 weeks	53	30
3 weeks	(*)	2
Over 3 and under 4 weeks	4	9
4 weeks	–	3
Over 7 and under 8 weeks	(*)	–
5 years of service:		
1 week	–	(*)
2 weeks	23	35
Over 2 and under 3 weeks	12	2
3 weeks	57	35
Over 3 and under 4 weeks	2	15
4 weeks	2	9
5 weeks	–	3
Over 7 and under 8 weeks	(*)	–
10 years of service:		
1 week	–	(*)
2 weeks	6	–
Over 2 and under 3 weeks	2	1
3 weeks	23	50
Over 3 and under 4 weeks	55	17
4 weeks	5	19
Over 4 and under 5 weeks	4	9
5 weeks	–	3
Over 7 and under 8 weeks	(*)	–
15 years of service:		
1 week	–	(*)
2 weeks	2	–
3 weeks	16	20
Over 3 and under 4 weeks	10	3
4 weeks	63	48
Over 4 and under 5 weeks	4	26
5 weeks	(*)	3
Over 7 and under 8 weeks	(*)	–
20 years of service:		
1 week	–	(*)
2 weeks	2	–
3 weeks	4	5
Over 3 and under 4 weeks	2	1
4 weeks	19	47
Over 4 and under 5 weeks	11	11
5 weeks	56	35
6 weeks	(*)	–
Over 7 and under 8 weeks	(*)	–
25 years of service:		
1 week	–	(*)
2 weeks	2	–
3 weeks	4	5
4 weeks	6	22
Over 4 and under 5 weeks	11	11
5 weeks	70	44
Over 5 and under 6 weeks	–	17
6 weeks	(*)	–
Over 7 and under 8 weeks	(*)	–
30 years of service:		
1 week	–	(*)
2 weeks	2	–
3 weeks	4	5
4 weeks	6	22
Over 4 and under 5 weeks	11	10
5 weeks	67	45
Over 5 and under 6 weeks	–	2
6 weeks	4	15
Over 7 and under 8 weeks	(*)	–
Maximum vacation available:		
1 week	–	(*)
2 weeks	2	–
3 weeks	4	5
4 weeks	6	22
Over 4 and under 5 weeks	11	10
5 weeks	67	44
Over 5 and under 6 weeks	–	2
6 weeks	4	15
7 weeks	–	1
Over 7 and under 8 weeks	(*)	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[3] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Saginaw-Bay City-Midland, MI, August 1989

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	96	99
Life insurance	96	99
Noncontributory plans	94	98
Accidental death and dismemberment insurance	89	84
Noncontributory plans	87	83
Sickness and accident insurance or sick leave or both	95	99
Sickness and accident insurance	90	72
Noncontributory plans	89	72
Sick leave (full pay and no waiting period)	15	67
Sick leave (partial pay or waiting period)	13	29
Long-term disability insurance	54	78
Noncontributory plans	53	77
Hospitalization, surgical, and medical insurance	96	99
Noncontributory plans	75	47
Health maintenance organizations	75	77
Noncontributory plans	63	29
Dental care	87	93
Noncontributory plans	70	74
Vision care	51	17
Noncontributory plans	49	7
Alcohol and drug abuse treatment	82	89
Noncontributory plans	68	50
Hearing care	52	5
Noncontributory plans	51	3
Retirement plans	93	97
Noncontributory plans	89	94
Pension	87	97
Noncontributory plans	85	94
Lump sum	8	4
Noncontributory plans	5	2
Other	-	-
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Saginaw-Bay City-Midland, MI,[1] August 1989

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
				Within scope of survey				Studied[4]
		Within scope of survey[3]	Studied	Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	217	67	60,908	100	30,071	7,390	40,804
Manufacturing	50	69	21	36,737	60	22,771	3,573	29,866
Nonmanufacturing[5]	50	148	46	24,171	40	7,300	3,817	10,938

[1] The Saginaw-Bay City-Midland Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Bay, Midland, and Saginaw Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Jacksonville, FL
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LaCrosse-Sparta, WI
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Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Little Rock-North Little Rock, AR[1]
Logansport-Peru, IN
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[1] In 1989, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1989. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V

9th Floor, 230 S. Dearborn St.
Chicago, IL 60604
Phone: 353-1880
(Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI

Federal Building
525 Griffin Street, Rm. 221
Dallas, TX 75202
Phone: 767-6970
(Area Code 214)

Arkansas
Louisana
New Mexico
Oklahoma
Texas

Regions VII and VIII

Federal Office Building
911 Walnut St. 15th Floor
Kansas City, MO 64106
Phone: 426-2481
(Area Code 816)

VII
Iowa
Kansas
Missouri
Nebraska

VIII
Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X

71 Stevenson Street
PO Box 3766
San Francisco, CA 94119
Phone: 744-6600
(Area Code 415)

IX
Arizona
California
Hawaii
Nevada

X
Alaska
Idaho
Oregon
Washington

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